

Comparisons of Job Characteristics

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation: Paralegals and Legal Assistants (23-2011)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 83

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation: Paralegals and Legal Assistants (23-2011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
English Language	11.2	18.4	15.8	< Expanded education and/or training may be required
Clerical	7.3	17.5	10.9	<< Extensive education and/or training may be required
Law and Government	5.9	17.0	18.2	0 Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 92

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation: Paralegals and Legal Assistants (23-2011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Reading Comprehension	10.7	12.4	16.2	>> Skill level is likely more than sufficient
Active Listening	11.0	12.2	17.7	>> Skill level is likely more than sufficient
Writing	9.2	11.8	13.1	> Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities

Similarity of Focus Occupation to Associated Occupation: 95

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

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Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.4	15.7	0	Current ability level may be sufficient
Oral Expression	12.4	14.4	15.4	0	Current ability level may be sufficient
Written Comprehension	11.0	14.4	16.2	>	Current ability level is likely sufficient
Written Expression	9.8	13.0	13.4	0	Current ability level may be sufficient
Near Vision	11.1	12.8	13.9	0	Current ability level may be sufficient
Speech Recognition	9.9	10.8	12.3	>	Current ability level is likely sufficient
Category Flexibility	9.0	10.5	8.1	<	Some improvement in abilities may be required
Memorization	5.6	6.7	5.1	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation: Paralegals and Legal Assistants (23-2011)

Work Activities	Exclusivity of Activity
Analyze existing evidence or facts	69
Analyze legal questions	85
Communicate technical information	4
Follow rules of evidence procedures in legal setting	84
Make presentations	13
Organize legal information or records	80
Participate in appeals hearings	92
Understand legal terminology	81
Use interviewing procedures	23
Use knowledge of legal procedural rules	85
Write legal correspondence	85
Write legal documents	85

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: n/a

Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

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Tools and Technologies	Exclusivity
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Tools and technology data is unavailable for one or both occupations.

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.